



# Howard County

---

## *Internal Memorandum*

SUBJECT: Council Testimony and Fiscal Impact  
Statement – Council Bill Nos.

To: Lonnie Robbins  
Chief Administrative Officer

Through: L. Todd Allen   
Human Resources Administrator

From: Art Griffin   
Chief, Classification and Pay

Date: April 20, 2010

The Administration is seeking Council approval of several Human Resource related Council bills affecting the Howard County Classification and Pay Plans and the Howard County Code. The changes to the Howard County Pay Plan include the FY 11 pay rates for General Scale non-union County employees, public safety related supervisors and managers, and the rates negotiated with the unions for FY 11 as part of multi year agreements collectively bargained and currently in place with five of the seven represented occupational groups. The Police Sergeants contract was open and renegotiated this year as well as a first time agreement negotiated with the newly formed Operational Supervisors Unit, AFSCME Local 3888. This group will continue to be paid from the General Scale. The Fire union is entering the last year of a four year agreement and has elected to delay the increase scheduled for July 1, 2010 until January 1, 2011. A new Fire Management Scale will go into effect at the same time. This bill only legislates the rates that will be in effect during Fiscal Year 2011. Any conflicting provisions between the new contracts and the Howard County Code will be submitted under separate legislation.

The legislation also includes the County Executive's Furlough Plan for County employees in FY 2011.

There are a variety of other classification and pay related revisions in these bills. A chart is attached to this testimony that provides a single source summary of the changes and Todd Allen and I will be available to the Council to more fully explain any individual action. The change to the Howard County Code is simply to indicate that the Chief of Fire and Rescue Services is the appointing authority for the Deputy Chiefs.

These items have been discussed before the Personnel Board and have received the Board's approval for items under its purview and the Board received a courtesy update for items in the Exempt Service.

Page 2

For the most part, the costs for these items have been included in the department salary accounts of the County Executive's budget bill which is being submitted concurrently with this legislation. Any other costs associated with these actions are expected to be minimal.

cc: Ray Wacks  
Jennifer Sager

# Human Resource Issues Requiring Legislation (last updated April 15, 2010)

	ISSUE/ POSITION	CLASS CODE	PAY PLAN	CLASS. PLAN
1	Furlough plan		Add footnote following each payscale that the payscale is subject to the Furlough Plan adopted by resolution of the County Council.	
2	Adopt payscales for FY 2011		Adopts payscales for FY 2011 including F and FM scales that will be effective Jan 1, 2011.	
3	Info Systems Services Admin.	4221		Amends the description
4	Reverse Assistant Chief and Deputy Chief within DFRS*  *This also requires a code change to section 1.306.	2517 and 2515	1. Several specialty pay references will need to be amended.  2. The list of classified employees within DFRS will be amended.	Need to amend titles in the classification plan.
5	Medical Director (DFRS)	2518	Adds the position to the list of executive exempt employees.	Adds a description to the classification plan.
6	Operations Supervisors I and II	4119 and 4121	1. Specialty pay for ASE certification and commercial driver's license premium will be removed from the Pay Plan because they will be in the collective bargaining agreement.  2. Positions have been removed from the list of classified positions and added to a list for employees covered under agreement with local 3888.	
7	Involuntary Separation Pay		Scope of who may receive involuntary separation pay has been clarified.	

	ISSUE/ POSITION	CLASS CODE	PAY PLAN	CLASS. PLAN
8.	Police specialty pays		Amends the \$1,100 annual specialty pay to clarify that it applies to all lieutenants except for lieutenants assigned as patrol watch commanders.	